

LOCAL I-S NEWS

for department store workers

NO. 14

264

MARCH 1, 1952

WAGE-HOUR TALKS START; MEMBERS WARNED—BE ALERT

**Advised to Look
For "Union Label"
On Every Report**

The first meeting of the Local I-S Negotiating Committee and representatives of Macy management in the current wage and hour talks took place around the green-felted tables of a Hotel Statler conference room on Wednesday, February 13.

Putting the Union's demands in front of Macy's Vice President Fred Fischer, President Sam Kovenetsky said, "We are back around the table again to discuss problems growing out of the high cost of living — problems with which our members are very much concerned."

"As per agreement we have submitted our demands — demands which represent necessities if we are to maintain the American way of life and the American standard of living."

Mr. Fischer, flanked by his aides Miss Michelson and Mr. O'Neil, after a hasty reading of the demands requested clarification of the Union's intent on some of them. His first question was, "How much of a general wage increase?"

President Kovenetsky replied that, "In the style of Philip Murray and John L. Lewis the Union was not naming a precise figure until many of the fringe items had been thoroughly discussed."

Next query was, "How does the Union intend a reduction of hours to apply to part time workers?"

The Union's leader answered by saying, "It is our expectation that all members will benefit in direct

(Continued on page 3)



President Kovenetsky, Vice Presidents Gurian and Hammond and the negotiating committee submit the Union's demands to management.

Macy Puts Sales Above People, Says Big Business Magazine Article

"Macy's and Gimbels are more interested in sales than in people. When sales slack off, Macy's cuts employee benefits like free circulating library, recreation. Both Macy's and Gimbels give potential executives a solid training program, let the tie and lingerie go hang . . .", reported Business Magazine of Business and Finance.

This statement served to highlight and underline a Local I-S point of long-standing. The surprise of it was that the message truth came from the typewriter of an agency that is usually an apologist for the shortcomings of business.

This honest appraisal, contained in the January 1, 1952 issue, came at the moment that Macy's was circulating a leaflet supporting the figures of the Willmark report which charged department workers with only "68 per cent efficiency." The leaflet, in a vain attempt to crack the speed-ship, called on workers to show them that their surplus is wrong — that we are 98 per cent efficient in all phases of selling technique . . ."

The whip left no mark on the toughened backs of the workers because they knew that they were already doing the best they could in departments that were understaffed and overworked. Reported one Union member from the Boys Clothing Department, "As the result of a management miscalculation our department was cut to the bone at the very time that business started to boom. In spite of the crowds that jammed our area the company 'did not think the boom would last.' We were told to 'wait a while to see if extra hands were needed,' and in the meanwhile we were expected to kill ourselves giving proper customer service. Macy's trades on the fact that they have the best salespeople going — the kind of people who find it hard to give anything less than the best service. And Macy takes advantage of that by trying to use fewer people to handle more customers. Sales first, workers last — that's the Macy way!"

Company propaganda made it abundantly clear that current negotiations for higher pay, a 35-hour work week for 40-hours pay

and other contract improvements would be conducted in an atmosphere of management attempts to preserve their high profit showing at the expense of the people who have most directly helped to produce it.

Said Vice President George Gurian, "I doubt that any members of Local I-S have lost any sleep over Macy's tears about bad business.

This doesn't show indifference, but proves that the people know that the company has always looked after itself and doesn't care much for anything or anyone else.

"The battles at the negotiating table are intended to force the company to assume a fair share of its responsibility with dollars, whether it's with or without a heart."

Official Meeting Notices Published in I-S News Only

Because of the doubled cost of postal cards and the tremendous amount of time spent in mimeographing the message and addressing 9000 of them, it has been decided that mailed notices of general membership and divisional meetings will be discontinued. The decision is effective as of March 1st.

All official meeting notices will appear in the Local I-S NEWS. General membership meetings will be announced in the two issues of

the paper preceding the date of the meetings.

Divisional meetings will be announced with publication of the full meeting schedule in that issue of the NEWS which will reach members at least one week before the first meeting date.

It is estimated that the yearly cost of postcard notification for the six constitutionally required meetings has been more than \$1500.

In order to assure speedier and fuller delivery of the Local I-S NEWS we have shifted from the Third Class mailing permit we have used to date to the more efficient, yet less expensive Second Class service.

To be sure of getting your paper, of keeping up with what is happening in negotiations and all other areas of Union activity, don't forget to notify the Union office of change of name or address. We'll do the rest.

General Membership Meeting Tues. April 1-Man. Center

BRANCH STORE NEWS



Dave Markowitz

Recently admitted to the "Friendly Forties" were Eileen Doyle and Ben Salzman... Looking fit after a vacation in Florida is Abe Kaufman of the Mirror Department. It's wonderful to have money!... George Spear just became the proud father of a seven pound baby girl. Everybody is getting into the act!... Back on the job is Lee Wolper and Betty LeBow. Both were out ill for some time... Renee Finkel promoted from Lingerie to the Tables. She is in her glory now... Rhoda Vlack, Blanche Dooner and Margaret Roberts of the Men's Store all want to see their names in print... At one party, Harold (Butch) (the chief Stockman) Irving stole my date. At the Union dance Al George tried it. He didn't succeed. You just can't keep these wolves away from a beautiful girl... Ted Julian resigned to go back to school... And yours truly is saying farewell to all my many friends and wonderful co-workers. I'm leaving the store for another (a better) job. Believe me, it's not easy to pull up roots after having enjoyed a long and pleasant association with people and with the Union. Dick Pastor will be looking for a new reporter from this store, and I'm sure he'll find a good one who will really deliver the news from Flatbush. So long now...

FLATBUSH

Biggest news from this front is the story of our lockout and the tremendous victory our Union has won. It must be said that everyone acted and re-acted like a hero. There wasn't a moment's hesitation. Once we were turned away from the time clock everyone seemed to know just what to do and how to do it. Our real unity has commanded new respect. Since it is impossible to single out any individual member, let it just be said that we were all magnificent! Administrator Tony Puca has really earned the deepest thanks and appreciation of all of us for the fine leadership and confidence he inspired once we had taken the big step... We have missed Grace Sodin (W10), Gertrude Frazier (W5), Florence Kellman (WPO) and Betty Palicano (WPO). All have been out for quite some time and we hope to see them back soon... Evelyn Bass (W10) reported in fine shape as a result of a two week Florida vacation... Joan Crowley announced her engagement on January 10. We congratulate the lucky guy and are sorry it took us so long to catch up with the news... As experience has again taught us — We win support by winning battles — so back your Steward to the end on all grievances. It's expected of all good Union members.

WHITE PLAINS

Our reporter, Mrs. Staib, has been out ill. Let's hope she's back with us soon and in good health. Writing a column is tough!... Our Divisional meeting was more than well attended. The report from our Vice President, George Gurian was very well received. Let us keep his report in mind and resolve to stick together and support our Union in the present negotiations and in everything else. Bulletins and leaflets will keep us all up to date on progress. With this in mind management will need more crying towels than the one in Mr. Schneider's office!... The first Shop Steward class in Grievance Procedure was held on February 12. It promises to be both interesting and educational. Just our first session helped make our new Stewards aware of the importance of their job and the many facets to such a position. The class will last for eight weeks... Sorry to report that Mrs. Dougherty (P5) is out with a bad back. This is a recurrence of an injury she received when she emptied a truck of merchandise before Christmas... Ann Zazali, Steward in Children's Shoes is still out and so is Mrs. Lefkowitz. Infantswear — also Doris Bleidner, Cosmetics. Hope to have you all back soon and glad to welcome Jimmy Sullivan, Stock, back.



Georgine Staib

February brings to mind March, March brings to mind Spring and Spring brings Easter to mind. All of which adds up to the fact that the season of "slack" is all but over and the company will be demanding more and more and more work. Let's just be sure to work as a team — a Union team!... Shop Stewards are meeting weekly for a course in Grievance Procedures, arranged for by the Union with the help of Cornell University and taught by an experienced arbitrator. That should help us be sharper than ever... Promotions have been earned by Francis Livesay of J12 and Elsie Barker of J2... We are glad to welcome back Tom Archibald who has returned to his job in Men's Clothing after an eighteen month hitch in the Navy... Washington bound on his vacation is Shoe dog C.O.D. Mondello. Joe plans to spend a week in our nation's Capitol... Best wishes for speedy recoveries to Tania Gordon, Lillian Gonzales, Lee Glucksman, Clyde Larken, Eddie Thomilson, Elsie LeBrecht, Florence Legon and Susan O'Reilly. They're all out and we hope to have them back with us real soon... Sincerest sympathy to Joan Coleman who lost her father and to Mrs. Stein, whose mother passed away... The Welfare Board thanks all for their support of the dance and expects to do as well with March of Dimes.

JAMAICA

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Ray Centola

Negro History Week Observance Notes Union Gains Secured By Unity of All

The annual marking of Negro History Week, to commemorate the many brilliant contributions made by Negroes to the cultural, scientific, economic and political life of our country, is an excellent occasion on which to stop and consider the many gains we have secured as a result of inter-racial and inter-faith unity within our Local 1-S.

We all know (but it bears repeating) that management for many years had successfully exploited differences among us. Negro workers were kept to menial, dirty jobs with no "customer contact." It was strongly suspected that a "quota" system was in effect in order to preserve a pre-

determined proportion of Irish, Jewish, Catholic, Protestant, Negro, White, etc. At every turn the faith or race of one's father determined the job opportunities which were to be opened or closed.

"An Injury to One . . ."

From its earliest days the success of the Union revolved around its ability to unify the people around the familiar slogan "an injury to one is an injury to all." And from those earliest days a spirit of real brotherhood began to grow. Under the Union's banner, differences were put aside as the fight for a living wage, decent working conditions and job security progressed.

Union members rapidly achieved new esteem for each other as Negro, Jew and Christian were elected to leadership. Prejudice born of ignorance began to wither and die as Union members became "brothers and sisters" in the struggle for a better life. Many southerners put an end to a lifetime of hateful tradition when, for the first time, they clasped the hands of their Negro co-workers and pledged that never again would they allow themselves to be divided and pitted against each other. Workers from the north, the east and the west, all members of Local 1-S, joined solemnly in ratifying a Constitution that declared, "All persons employed in or about department or retail stores are eligible for membership in this Union without discrimination and without regard to sex, race, color, nationality, or religious or political belief or affiliations." That always has been, and remains, the credo of our Union.

Unity Wins Gains

Out of this unity has grown the Union's contractual policy on

promotions based on seniority plus ability and its vigorous policing of the company's interpretation of "ability" to safeguard against discrimination. Out of this unity has grown the Union's Anti-Discrimination Committee, which has won removal of a variety of books, films, greeting cards and other items from the company's shelves because they were offensive to minority peoples.

But above all, from this has come a Union of more than eight thousand men and women who, in the main, judge their fellow man by what he is and does rather than by his color or creed.

For Good Of All

While Local 1-S has never concealed its determination to achieve such mutual respect for all its members, it also has not trumpeted a crusade. Its leaders have consistently worked for (and we have been winning) equality of job opportunity. Today, Local 1-S points with justifiable pride at the number of Negro workers who have won promotion into some of the best jobs available to Union members. Today, our Union says with confidence that is based on fact, that all minority people who are members of Local 1-S are assured their just rewards because the Union is firm and uncompromising in the protection it gives to the rights of all.

The continued growth and strength of Local 1-S depends on each and every one of its members. Bigotry in any form can only serve to divide and weaken us. If each of us continues to assume our personal share of the responsibility we can guarantee that nothing will interfere with, or diminish our fight for the economic rights and the good of all.

Review Axe Fails To Cut 1-S Fighter Down to Macy Size

A consistent and militant campaign to force management to live up to the terms of its contract with the Union has resulted in Executive Board member Max Wald being rated "Good" and "MAS" on such Job Review points as "amount of work," "supervision required," "reliability" and "cooperation."

At each step in the grievance procedure Max, who is Chairman of the Receiving Department's Floor Committee, Administrator Bill Roschak and Vice Presidents George Gurian and Elizabeth Hammond fought to make management admit that they were "trying to cut him down to size," because of Union activity.

Management insisted that Max was "rated fairly and the fact that he is engaged in Union activity had nothing to do with his ratings." One of the company's suggestions for improvement, however, was that Max "stop wandering around" or, in other words, "be less active!"

Max best summed up his own attitude when he declared to a Divisional Meeting of the Receiving Department, "We're going to continue to fight job reviews and this unfair rating system, and we're not going to stop until we win!" In that statement Max knows he is supported by every officer and member of Local 1-S.



Max Wald

Seventh Floor Hits Job Review Speed-Up

A new speed-up system, instituted by Supervisor Hansen of 129 and 126 Departments has come under sharp Union attack.

The over-eager Executive's method is a "perpetual job review on volume alone," according to Administrator Dick Vaughan.

John Milito, Shop Steward in Upholstery Sundries reports that, "Miss Hansen has introduced the practice of keeping weekly volume figures on each member of our department as well as of those in Bed Spreads and Draperies. And each week she makes the rounds and publicly upbraids those whose volume does not come up to her demands or expectations."

"No attention is paid to the fact that a worker may have been in poor health or assigned to one of the low volume 'Siberia' sections on the floor. Instead of the store-wide review period, we are being subjected to weekly reviews that can only be interpreted as a new form of speed-up."

It was on this basis that Steward Milito filed a grievance demanding that this practice cease immediately.

Said Administrator Vaughan, "It is plain to see that if this system is allowed to exist it will

develop into a major threat to relatively favorable working conditions that have been won by Local 1-S through many years of hard work."

"If this speed-up method is not abolished at the Department or Divisional level as a result of the grievance that has been submitted it will be taken to the Labor Relations office where every effort will be made to have it wiped out of the books."

"The workers involved rightly resent the embarrassment and humiliation that goes with public censure. They don't want these weekly reviews given in private either. They want to be judged by a semi-annual or annual review that will reflect an average of their performance. They demand an end to the pressure and intimidation that has been substituted for decent management."

As word of the system and the protest spread over the Seventh Floor other departments pledged full cooperation "in any way possible" to support the two departments directly involved. Many expressed confidence of a speedy Union victory because the new gimmick had not been instituted on a Division-wide basis. Said one Steward in a nearby department, "If they were trying to use 126 and 129 as a testing ground to see what our reaction would be, there should be no doubt in their minds — we're against it!"

JOIN NOW

Join the Local 1-S Federal Credit Union NOW!

Take advantage of high dividend payments on savings and easy borrowing terms.

The Local 1-S Credit Union, chartered and supervised by the Federal government is the smart place to have an account.

To buy a share, or for more information, see your Floor Collector or come to the Union office today.

**FREE
LEGAL AID CLINIC**
Local 1-S Attorney
Robert Silagi
at the Union Office
Every Wednesday
5 to 7 PM

Wage Talks Start... (FROM PAGE 1)

proportion to the number of hours they work. A full time worker would have his hours reduced from 40 to 35 with no reduction in rate of pay. This would mean a decrease in working hours of 12.5%. Part-time workers would receive the same 12.5% reduction in the total number of hours they would have to work."

The next, and last, question was, "When the Union asks double time pay for every legal holiday on which the store is open, do you refer to State or National Holidays?"

Replying for the Negotiating Committee, Mr. Kovenetsky said, "We refer to National holidays."

"Gurian Formula"

Apparently satisfied with the answers, Mr. Fischer then announced that he would follow the "Gurian formula" and request time to study the Union's demands. His reference was to an article by Local 1-S First Vice President George Gurian which appeared in the February 1st issue of the Local 1-S NEWS in which he said, "After the demands have been submitted, the company's bargainer, Mr. Fred Fischer... usually asks for time to take the demands back and study them (as though he had never read them in the Local 1-S NEWS two months before!)"

Instead of the customary request for a couple of weeks of study time, Mr. Fischer reversed usual form and advised the negotiators that he only wanted one week in which to formulate answers. With the next meeting date set, the company's representatives left the conference room, and the Union's officers and other members of the Negotiating Committee remained to briefly examine the situation.

Company Haste

One point of unanimous agreement was that the company's haste seemed to indicate a desire to send the Union's demands to arbitration as quickly as possible. President Kovenetsky said, "We may be wrong, but it would seem that management is willing to gamble on getting a good settlement from an arbitrator. They don't want to lose any time, because it is rumored that the other department stores in the city are heading for arbitration in the near future. Macy's, it would seem, does not want to be left out on any limb, and would like to have their case in the works at the same time as the others if possible."

"It is up to us," Mr. Kovenetsky continued, "to convince the company that only honest, straightforward negotiations with us is good business. We must now begin to mobilize every one of our members — we must alert the entire Union to the possible use of this tactic by management. We must not allow the company to wash its hands of the responsibility for the wages, hours and certain conditions under which we work. Arbitration would be an easy out for them. I say let the members, by their action

and attitude, slam that door in management's face!"

Tables Turned

In the course of its meeting following the first appointment with management, it was noted that at the present discussions around a wage increase for steel workers, the companies are now claiming their "ability to pay is not a factor." This turnabout is accounted for by the fact that profits in the industry have already reached unbelievably high points. In previous negotiations, when profits were high, but lower than they are today, the industry's spokesmen argued out of the other side of their mouth and claimed that company ability to pay would determine that the workers get nothing!

Several 1-S negotiators noted the parallel and applauded the Union's decision to publish leaflets and bulletins in order to keep the membership fully informed of all developments around the table. It was generally agreed that very few people would be gullible enough to be taken in by Macy tales of falling profit, but it was feared that management might start "trial balloon" rumors of what the Union has been offered in order to sound out the membership and start a stampede for acceptance of a figure lower than the one they would be forced to give at the bargaining table.

Warns Members

Sounding a note of caution to the entire membership, President Kovenetsky said, "If we are to get the most possible out of the current negotiations it is important that we have the full cooperation of every Union member. One major way in which YOU can help is — *Don't believe and don't help spread rumors!* You will receive official word of progress directly from the Union. Accept no substitutes for the facts. Look for the Union label."

Macy Labor Relations Scored 'Low'

	MANAGEMENT	LABOR RELATIONS	PUBLIC RELATIONS	COMMUNITY RELATIONS	STOCKHOLDER RELATIONS
J. C. Penney (322.4)*	90	80	85	85	—
May (230.2)	85	75	80	85	—
Allied Stores (201.1)	85	75	85	80	—
Federated (187.6)	90	80	90	95	90
R. H. Macy (153.5)	80	75	90	85	80
Gimbel Brothers (143.9)	80	75	85	80	80
Marshall Field (118.6)	95	95	95	95	90
City Stores (105.3)	70	80	70	70	—
Associated Dry Goods (77.8)	80	80	80	75	—

*Assets in millions in parentheses, as of December, 1950.

Forbes

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Consistent with the statement in Forbes Magazine of Business and Finance that "Macy's... is more interested in sales than people" is the chart above which appeared in the same publication.

It can be seen at a glance that of all the points on which Macy's has been rated the company has earned its lowest score — a puny 75 — on Labor Relations. Proving its relative lack of concern with the people who work in the store are the higher ratings given Macy's Management, Public Relations, Community Relations and Stockholder Relations.

Proof of this particular pudding also lies in the fact that Local 1-S has publicly condemned Macy economies which eliminated employee benefits —

ranging from Thanksgiving turkeys to ending the library — while at the same time the company was earning its higher Community Relations rating by contributing Cherry Trees to the city to beautify Central Park.

Labor Relations means negotiations conducted in good faith and speedy settlement of grievances. It means company willingness to discuss with the Union and do things to improve working conditions.

By fully supporting our Union and by vigorously fighting on all levels for full and fair settlement of all problems we can force management to improve its batting average in spite of itself! For your own sake — back your Union to the limit!

For Full, Up-to-the-Minute News and Information About Everything That is of Interest To You and All Other Members of our Union

READ THE LOCAL 1-S NEWS
AND IF YOU HAVEN'T YET...

PAY YOUR \$1 NOW*
FOR YOUR 1952 SUBSCRIPTION

*As Required by the Local 1-S Constitution

STREET FLOOR COMMITTEE ADDS NEW VICTORIES TO LONG STRING

Street Floor leaders May Fisher, Agnes Wagner and Iris Carter added new victories to their lengthening record when they secured two inequality adjustments for workers who should have benefited from last year's negotiations. They also could claim much of the credit for winning a wage increase, and added vacation pay.

Marion Ferro, of the Drug Department had been "overlooked" in the inequality adjustment, the company finally conceded. But, they said, Helen Rossi of the Candy Department was not eligible for the adjustment because she was not on the job when payment was due. The Committee dug up the facts and figures that proved beyond doubt that both Miss Ferro and Miss Rossi were entitled to the increase retroactively for three months.

Raefale Santiago, of the Umbrella Dept., finally got her long-promised merit raise when the Committee forced management to the wall and compelled them to live up to their word. The success of the Committee added up to six month's back pay for Ray.

Latest on their long list is the victory they won for Teofila Jablow, Street Floor Information clerk, who had been out ill for many weeks before her 1950-'51 winter vacation was due. During the period of her illness, Miss Jablow had been paid two thirds of her salary, as provided for in the Sick Leave clause of the contract. The Committee, however, pointed to the fact that for one of those weeks she should have received full pay for vacation time. Management agreed, and Miss Jablow is one third of a week's pay the richer.

In most every case won it was the team work of Shop Stewards, the Floor Committee and Administrator Tom Raffaele that resulted

in victory. All are agreed—it's a tough team to beat!

Union Thanked For Good Job On Better Job

"I wish to express my deepest and most humble thanks for the help you have given me to win my case." That was the message sent to Administrator Mable Murther and the officers of Local 1-S by Irma Massiah following the Union's victory which secured her right to a selling job.

With more than four years of seniority as a Stock worker, Miss Massiah received a temporary Christmas promotion to selling as a replacement for another salesclerk who had, also temporarily, gone on to a better job.

For twenty-one days after the person she had "replaced" was back in the department, Miss Massiah stayed on. Then management attempted to return her to Stock.

The Union's vigorous protest was the only thing that won her a permanent place on the selling force and the better job opportunities it offers. Miss Massiah's thanks were graciously accepted.

HEALTH PLAN NOTE

If you plan to take a leave of absence for more than 30 days or if you leave the store and wish to continue your Health Plan coverage on a direct payment basis YOU MUST see the Local 1-S Health Plan Consultant at the Union office within 30 days from the end of the month in which you leave the store. Protect yourself — protect your family — protect your benefits. Be sure to come to the Union office on time!

1-S FINANCIAL REPORT

Local 1-S Secretary-Treasurer Charles Rocker and Trustees Earl Fulford and Anthony Burns have accepted and approved the 1951

audited financial statement prepared by Union accountant Lew Goltz. A summary of the accounting follows:

FINANCIAL REPORT FOR PRECEDING FISCAL YEAR 12 Months from January 1, 1951 to December 31, 1952

Printed in compliance with the requirements of the Taft-Hartley Act

RECEIPTS

1) Dues	\$202,631.50	1) Per Capita Tax & Assessments	\$ 37,840.00
2) Fees	7,978.00	2) Salaries	87,488.82
3) Fines	2,002.00	3) Allowances	10,975.00
4) Assessments	7.00	4) Taxes (Federal & State)	3,568.23
5) Other	33,350.00	5) Other	109,107.27
Total Receipts	\$245,968.52	Total Dis.	\$248,979.32

6) Total Assets at end of fiscal year (cash, investments, fixtures & equipment, etc.)	\$170,116.01
7) Total Liabilities at end of fiscal year	10,135.36

LOCAL 1-S NEWS

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LOCAL 1-S, UNITED DEPARTMENT STORE WORKERS OF AMERICA, CIO
290 Seventh Avenue New York 1, N. Y.

President: Sam Kovenetsky

1st Vice Pres.: George Gurian—2nd Vice Pres.: Elizabeth Hammond

Editorial Board

Jerome Harte

Violet McMonagle

David Krakauer

Editor: Dick Pastor

Annual Subscription \$1

Application for Second Class Entry Pending

1-S Musicians Add New Note To Union Hall

Following their first "business" meeting earlier in the month, Local 1-S musicians have decided on February 29 at 7 P.M. as the date and time at which they will bring their instruments together for their first musical session.

Aim of its sponsors is to help develop a full orchestra that will play for the sheer pleasure of it. Anticipated as a possibility of the future is a series of concerts and recitals for Union members.

All musicians are urged to join the group so that balanced string, brass and woodwind sections can be properly blended.

The Union's large auditorium will be available to the orchestra for practice and rehearsal on any night that does not conflict with scheduled meetings. President Sam Kovenetsky, in making the facilities of the Union available to the group said, "It is with pleasure that we now have the space to offer men and women desirous of spending leisure time creatively. I hope they, and we, can make the most of it."

Macy Lockout Smashed By Union's Counter-Attack

An all-night bargaining session won a victory that narrowly averted a strike by all members of Local 1-S in support of locked-out members in White Plains. The victory included reinstatement, with pay, of a suspended worker, agreement by the company that branch store workers would not be subject to discipline for refusal to dress jointed mannequins pending final definition of responsibility and a pledge that efforts would be speeded to reach a lasting solution to the thorn-in-the-side problem of display work by salespeople.

On the Committee that won the Union's demands were: President Sam Kovenetsky, Vice Presidents George Gurian and Elizabeth Hammond, Morris Telzer, Max Wald, William Atkinson, Jack Toucey and Philip Hoffstein.

On a Strategy Committee that worked through the night to draw up detailed store-wide strike plans in the event that no settlement was reached were: Education Director Dick Pastor, John Malone, Leonard Snyder, Virginia Braunberg, Clarence Lanman, Elvio Cotti, Alfred Smith and Freida Pariser.

Union Administrators and several members of the Executive Board spent the entire night at the Union office, alerted for the

possibility of an early morning membership meeting and strike vote.

It was the deliberate, anti-union action of the company and its store manager that was responsible for the lockout of close to 200 members of Local 1-S and a virtual closing of the White Plains Store on February 15.

The lockout followed by one day the manager's refusal to lift a suspension imposed on Terry Ciarlo for her refusal to dress mannequins, a job for which the company maintains its Display Department. Miss Ciarlo, Shop Steward in Women's Dresses, took her firm position based on the fact that a grievance of long standing was still being studied by management and that it was an incorrect order that demanded that she perform questionable duties.

A similar crisis was narrowly averted just one week before when management in Flatbush decided to not press its demand for the same kind of display work pending final settlement of the grievance.

Demands Stated

Immediately following Miss Ciarlo's suspension the entire Shop Steward body went to Store Manager Gould's office to demand her reinstatement with pay and assurances that they would not be asked to perform the display duties until

the company and the Union had agreed on the subject.

The Store Manager, after hours of pleading with the Stewards to return to work and leave things as they were, was reported to have become nearly hysterical. His condition was apparently considered so poor and his position so weak that the company dispatched Mr. Noris Donlon, executive in charge of Branch Stores, to the scene.

As Union members reported for work the day after the Steward delegations had met with Mr. Gould they found the staircase to the time clock barred by rope. At the barrier were executives who demanded to know, "Do you plan to work today?"

Never before had their intentions been questioned. Every person had long taken for granted that by clocking in they were declaring themselves ready for work. In face of the peculiar questions people were made uncertain of the status of the store on that day. Many expressed the sentiment that they had been turned away from the time clock by the company's question and attitude and decided that although they had come fully prepared for a day of work that their presence was not desired by the company.

Locked Out

As people congregated on the

streets management attempted to denounce their own lockout as an illegal strike and refused to accept responsibility for denying the workers access to the store.

White Plains Administrator Tony Puca distinguished himself by his leadership and the confidence he instilled in the angry workers.

As word of the lockout spread through the other Branch Stores and Herald Square there was a rising tide of indignation. Hundreds of phone calls were received at the Union office advising officials that the entire Union membership was prepared to walk out in support of the lockout victims in White Plains.

With President Sam Kovenetsky in Washington, D.C., Vice Presidents George Gurian and Elizabeth Hammond bore the major responsibility for working for speedy settlement of the dispute before it involved the Union's 8000 members throughout Macy's New York.

President Kovenetsky remained in close touch with all developments by long distance phone and had several conversations both with the other officers of the Union and with the company's labor relations chief Fred Fischer. Late in

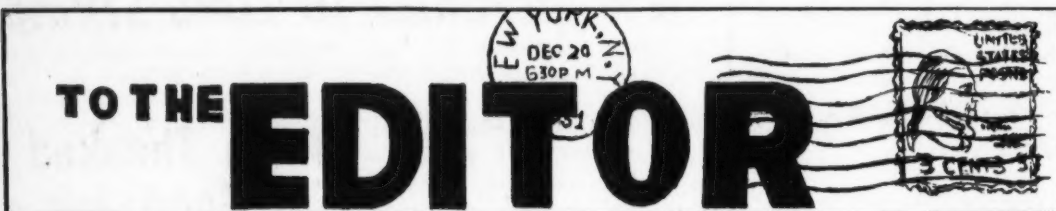
the day he flew back from the Capitol for the all-night meeting that helped win total victory for the fighting members.

Negotiations Pressure

There was considerable speculation as to just what the company was attempting to gain by forcing the White Plains workers, and the Union as a whole, into such a position. The conclusion most generally arrived at was that this move represented another pressure tactic in Macy's pre-negotiations campaign against the Union.

If such an assumption is credited special notice must be paid to the widespread reaction against the company that has developed from its open anti-Union position.

Inflaming the people of White Plains to even greater anger than the lockout itself were speeches made to Union members in front of the store by Manager Gould. He spared nothing in a series of vicious denunciations of the Union, but every report coming out of the usually quiet Westchester town indicated that the company had succeeded in digging itself a deeper hole, by arousing the people to a vigorous defense of the Union which has done so much to improve their wages and working conditions.



WELFARE

I was moved and deeply touched by the sympathy shown to me during my recent major operation by the Local 1-S Welfare Board. Their lovely gift, Get Well cards and encouragement helped my morale a great deal and I am very grateful — more than words can say.

I also want to thank all my associates in Dept. 67 (lamps) for their unfailing devotion, numerous cards, gifts and flowers and frequent visits to the hospital.

God bless all my wonderful friends in the Welfare Board and in Dept. 67.

Gratefully,
Eda Gussatto

I wish to express my gratitude for your kind efforts in securing a refund covering over-payments on Hospitalization premiums.

Thanking you, I am,
Sincerely yours,
Elsie Craft, J2

I wish to thank our Welfare Board for the selection of the wonderful book, cards and gifts during my illness at home and in the hospital.

Sincerely,
David C. Carter

THANKS

A note of thanks to the Union and our Administrator, Jack Jampole, for helping me secure money due me for being hired in a "Grade V" Department and being paid as a "Grade III" employee for several months.

Without your kind assistance,

this difference in salary would have been denied me.

Again, many thanks.
Jean Ente, F9

CONGRATULATIONS

I am a former member of Local 1-S. I was reading a recent issue of the Local 1-S NEWS and I was very pleased to read of the wonderful work that Local 1-S has done for Mr. Sam Shields, who is a personal friend of mine and a man of very good character.

Enthusiastically I say, Congratulations to Local 1-S and its members. Keep up the good work and more power to you!

Sincerely yours,
Louis Nicholas

PLEASE

I recently received a letter from Eddie Scanlon, formerly 33 Dept., now somewhere in Korea. He and some of his buddies are hungry for mail from anyone who'll take the time to write. I'll list the names and leave the rest up to the goodness of our readers:

Pfc. Eddie Scanlon, US 51105615
Cpl. Gene K. Best, US 52041098
Pfc. Wm. D. Lamkins,
US 55058807
Pvt. William Fay, US 52096532
Pfc. David Evans, US 52120010
Cpl. Robert L. Smith,
US 5080755

Cpl. Tom Sawyer, US 52002545
Pvt. Louis P. Baca, US 52096293
They can all be addressed: "B" Co., 51 Signal Bn. Corps, APO 358, c/o Postmaster, San Francisco, Calif.

"APPLES FOR TEACHER"

I have been a salesclerk in

Macy's 34th Street for nine years and have been happy to see our Union grow from its infancy to the strong, united membership we now have. There is one childish habit we have retained in the store, and I would like to suggest that we discard it — that is the habit of making collections in the department — any department — to give gifts to the "Executives" for any of the various reasons we have been doing it. Our fellow workers should be the ones to receive our gifts and any monetary support we can give. The money that we give to these collections would much better be given to our Union Welfare Fund. And I am sure that the Executive so showered with our gifts would more than likely prefer that we had not done so. If we feel that it is a gesture of courtesy — there are many lovely cards that would express our esteem and friendly good wishes. Shall we stop "bringing apples to the teacher."

Grace Smith—117 Dept.

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MURDER!!!

get YOUR tickets today
for the NAACP'S*

GREAT NIGHT

of Stars—Celebrities—Fun
MADISON SQUARE GARDEN
THURSDAY, MARCH 6th
Tickets from \$1.20 to \$3.60

Now on sale at the Union office

*National Association for the Advancement of Colored People.

\$1 SWIM-GYM TICKETS CAN STILL BE BOUGHT AT THE UNION OFFICE

Low-cost, season tickets for the Local 1-S Swim-Gym program at Textile High School are still available at the Union office.

The tickets, priced at only \$1 are good for four nights a week, and every week until June.

Holders of tickets are entitled to use the school's regulation-size swimming pool and all facilities of the gymnasium.

There are no "extras." Lockers, hair dryers for the ladies and all equipment except towels and swim and gym clothing is included in the fee of a dollar.

Department parties have made many evenings spent at the school (on 18th Street between Eighth

and Ninth Avenues) most pleasant.

Departmental teams for basketball, volleyball and many other group sports have added zest to many an evening of inexpensive fun.

Regular supporters of the Union program point out that a whole season of fun costs only a few cents more than one evening at a hotel pool. They rate it "the best buy in town."

If you haven't yet, come to the Union office and get your Swim-Gym card today. It's good on Mondays, Tuesdays, Wednesdays and Fridays from the time you get it until June. Get it now!

PERSONALS

CONVERSATIONAL French taught at home by native of France and experienced teacher. \$3 per hour. Phone WA 8-2545 after 9 p.m.

MEDICAL PLAN — for the name and address of the doctor nearest you CALL the Union Office — WA 4-4540 or Associated Physicians Medical Group — BU 8-4296 (Night or Day). Complete schedule of fees available upon request.

BLOOD BANK — If you need blood from the Blood Bank CALL Elizabeth Hammond at the Union Office — WA 4-4540.

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